

Will the Freight Agreement Survive? See p.5

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975



May 1981
No. 16

Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600

Rank & File Delegates Take Message to IBT Convention ...

"The Members Are the Union"

This is a big month in the history of the Teamsters Union. The five-yearly IBT Convention begins on June 1 in Las Vegas, and for the fifth time in the 75 year history of the Teamsters we will have a change in General President.

The Convention is "well planned" by the General Executive Board composed of men who make six-figure salaries and are far removed from the rank & file.

They met in Hollywood, Florida late in April and selected Roy Lee Williams as their choice to run our union. Other plans have secretly been made too—for what else they want "approved" by the Convention.

This is the contempt they have for the members. At the 1976 Convention, every single proposal from the top, every amendment, every resolution, was rubber-stamped without even the change of a single comma.

Nothing else was passed. Every one of the 21 International Officers was elected without opposition, until one delegate—Pete Camarata—had the guts to enter his name on the record as a dissenting vote.

But this Convention will be different. Because some of the delegates will be there to represent the rank & file, not kiss the backside of the top officials.

Members of **Detroit Local 299**—the local of Frank E. Fitzsimmons and James R. Hoffa—overwhelmingly elected TDU leader **Pete Camarata** to be a delegate to the Convention.

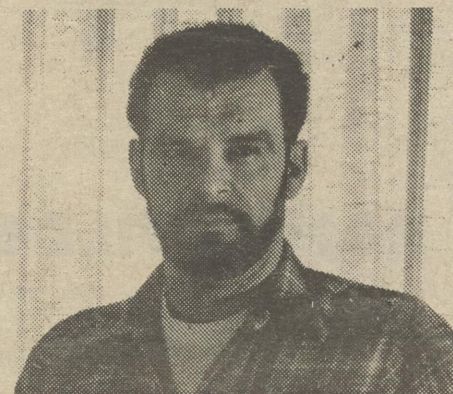
Members of **British Columbia Local 213**—the largest in Canada and the Local of Ed Lawson, the International Vice President for Canada—overwhelmingly elected TDU leader **Jack Vlahovic**. Vlahovic topped the poll in a field of 22 candidates.

Members of other major locals—where they had a chance to vote—also elected some rank and file members pledged to stand up for change. In **Milwaukee Local 200**, the largest in Wisconsin. In **Local 952**, the second largest in California. In **Local 595 in Los Angeles**. In **Local 337**, the largest local in Michigan, and local of International Vice President Holmes, some rank & file delegates won including TDUer **Bob Janadia**. In **Grand Rapids Local 406**, third largest in Michigan—TDUers swept the race



GEORGE FENNEL, LOCAL 213, VANCOUVER, Delegate.

"The formation of a TDU Chapter has provided the glue to bind us together on the broader issues of union democracy. Congratulations to our brothers and sisters elected as rank & file delegates to the IBT Convention. See you in Las Vegas."



STEVE BALISTRERI, LOCAL 200, MILWAUKEE, Delegate.

"Too many officials are willing to sanction sweetheart deals like the 'flexible work week'. We need the International Union to take a strong stand against these sellouts."

for delegates.

The problem is that less than 10% of all Teamster locals hold such elections for delegates at all! The vast majority of the delegates to the convention will be officers from locals, Joint Councils, Conferences, and the International Union. Of the 45 largest labor unions in North America, only three (3) use this undemocratic system! This only proves the need to elect local officers committed to change in the International Union, not just one local. And the need for a national Teamster reform movement—TDU.



DON DILL, FRANK WING, DICK KRAMER, (left to right) LOCAL 406, GRAND RAPIDS. Along with Dave Cross and Jay Groenthuis they swept Local 406's delegate election. Frank Wing said:

"The problem is the combination of the lack of democracy and the sweetheart contracts. This is the problem everywhere. It takes away not only dollars and cents from a member, it takes away dignity too. That's what they've been taking from the members and it's why people are getting involved. The days are over when the members will let anyone just walk on them. What we're really doing is just standing up and being counted."

Steelhaulers Say 'No' to Dirty Tricks

Three TDUers Win

by Joe Ostroff, Local 800

PITTSBURGH—The International hierarchy suffered a resounding defeat on Thursday, April 30 in Pittsburgh Local 800 when three of five members on a Rank & File Slate won Executive Board positions.

The International supporters used every trick, including trusteeship and mailing "US Labor Party" smear sheets to every member to get their slate in—but lost badly.

The slander sheets centered on Local 800 and TDU member, **Mei Packer**, who campaigned for the Rank & File Slate. Packer was ineligible—he transferred into the local 22 months ago after CF closed its Pittsburgh terminal—but has been a figure of attack by unsigned leaflets distributed nationally.

"This election shows that these attacks can be beat if you stand together and don't back down," Packer stated.

Local 800—composed of 1300 steelhaulers and some dump truck drivers—has long been a "problem" for the International. In April 1979 Local 800 members staged a four week wildcat strike to press for a better contract. Six months later, the Local

was put in Trusteeship where it has been ever since.

The election was by mail ballot with three opposing slates. The Dick "Red" Wallace slate backed by Joint Council President Beres came in last. During the campaign some "anonymous" person just happened to obtain the complete local mailing list and mailed smear literature and lies to every member! To the credit of most members, these efforts failed.

The three candidates who won for the Rank & File slate are **Joe Ostroff** for Vice President, **Emery Elliot** for Recording Secretary, and **Rich Shaginaw** for Trustee. All are active members of Western Pennsylvania TDU.

The two full time positions were won by incumbent **BA Charles Carelli** and **Ed Hammel** who ran together. They elected a trustee as well. The third trustee position ended in a tie vote to be decided by lot.

Even though the Rank & File candidates for the two top spots lost, it was a victory for TDU. The problems of steelhaulers are immense, and hopefully these new officers can work together to meet these problems, such as contract relief, head on.

What's Important to You? Our Readers Speak Out

Be Positive Fight the Boss

Dear TDU,

I think TDU should concentrate on barn and shop issues, especially local ones. They are more important than gangsterism—as true as it is—for getting members active. And keep up a positive approach.

Sincerely,
Nick Kourambis
Local 560 (retired)
Leon, N.J.

Stop Slavery for Road Drivers

Dear TDU,

I believe TDU should focus on an end to 70-hour slave labor for road drivers and give more emphasis on the miles that a road driver is required to run...Something must be done about babysitting the phone.

Sincerely,
William Henophy
Local 687
Messena, New York

Stop Harassment

Dear TDU,

I think TDU should focus on winning more vacation, better life insurance, better job protection, and making the company abide by the contract and give no harassment to employees who are going by the contract and D.O.T. regulations.

Sincerely,
Gary Fotheringham
Local 104
Kingman, Arizona

Right to Strike

Dear TDU,

I am a carhauler and would like to see in our contract a right to strike if it became necessary. Now we can not strike for any reason. The company has full advantage of the contract and there is very little protection for the drivers. I have been with the company 22 years and a man just starting has

the same seniority rights as I do in the Miami Terminal.

Sincerely,
Walter Rush
Local 390
Miami Springs, Florida

Job Security

Dear TDU,

I believe TDU should concentrate on Job Security. A member should stay working if you are suspended until arbitration decides the outcome.

Sincerely,
Angel Torres
Local 550
Bronx, N.Y.

Help Laid-Off Members

Dear TDU,

I believe TDU should focus on 1) No overtime when members are laid-off and 2) full health and welfare and pension paid when members are on lay-off.

Sincerely,
John J. Maloney
Local 299
Belleville, Michigan

Secure Retirement

Dear TDU,

I believe TDU should focus on the Pension Fund so that a driver, such as myself, who has been working since 1945 would have a pension coming when we retire if we worked for more than one company.

Sincerely,
Francis Jens
Local 200
Milwaukee, Wisconsin

Correction

In the March Convoy Dispatch, the article Redding, California, appearing on page 11 had two technical errors. The article correctly reported that the new officers and agents of Local 137 had taken pay cuts and other economy measures to save the local. However, it reported that the local decided to lease K Cars. Actually they purchased them. Also, the article reported that the local previously owned Lincoln Continentals, actually they were owned by the former BA's who received both \$225 a month and auto expenses from the local. The new administration discontinued this practice.

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LETTERS

THE IBT CONVENTION

Dear TDU,

I believe TDU should focus on winning a vote by the rank and file for union officers at the International Convention...and continuation of the National Master Freight Agreement.

Sincerely,
Robert Mack
Local 771
Philadelphia, Pa.

Dear TDU,

I believe TDU should focus on getting rid of Fitzsimmons and cleaning up our International Union. International Officers should be elected by the rank and file members.

Sincerely,
Milburn Hall
Local 549
Gate City, Virginia

KEEP ORGANIZING

Dear TDU,

So far so good. It's finally getting off the ground. We're beginning to rattle the BA's in Local 773. Keep up the good work and keep growing.

Sincerely,
James Albright
Local 773
Allentown, Pennsylvania

Dear TDU,

We need an organizational meeting in Denver so we can have an active TDU Chapter here. We can't do very much as individual members, and need to get organized.

Sincerely,
Stephen Sorenson
Local 961
Denver, Colorado

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1980 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Ted Katsaros, Local 282

Organizer:

Ken Paff, Local 407

Trustees:

George Feld, Local 200
Eileen Janadia (Local 337)
Gary Kuhn, Local 20

Mike Friedman, Local 407

Keith Gallagher, Local 229

Dan Hall, Local 375

Ed Howell, Local 391

Diana Kilmury, Local 213

Charis Moore, Local 315

Mel Packer, Local 800

Alternate:

Bob Leslie, Local 147

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all-wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

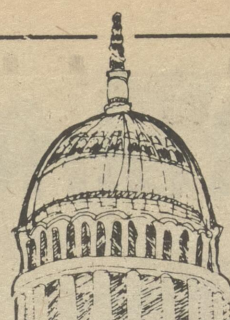
MOVING?

Notify us of your new address or you will not receive your monthly Convoy Dispatch. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—CHANGE OF ADDRESS.



NEWS FROM THE WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you. We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036

How Much Will Your Pension Be?

Why does one retiring Teamster end up with a monthly pension benefit of \$480 while another in the same pension plan may get \$775?

There are four factors that influence the amount of monthly pension benefits you receive. These factors are important and should be kept in mind when you are making decisions about changing jobs, retiring, and claiming a pension. They are: 1)How many years you have worked, 2)Your age when you retire, 3)Your employer's contribution rate, and 4)The type of pension benefit you choose.

Since these factors are complicated and deserve a lot of attention, we'll look at the first two this month and the rest next month.

[1]HOW MANY YEARS YOU HAVE WORKED

The number of years you have worked, along with your age when you retire, are the biggest factors determining the size of your pension. In most pension plans, if your employer pays contributions for the required number of weeks, you get one year counting towards your pension. In the Central States Pension Plan, you will get a year of "credited service" if your employer made contributions to the plan for you for 40 weeks during one year (Jan 1 to Dec 31). This rule applies to your work after 1975. For work during 1975 and before, you need 35 weeks of employer contributions. If your employer makes less than 20 weeks of contributions for you in a year, you will not get any credit for that year of work counting towards your pension. If your employer pays in somewhere between 20 and 40 weeks to the fund, you will get credit for proportionally that much of a year.

The "20 Year Service Pension"

In the Central States Pension Plan, you need 20 years counted towards your pension to qualify for the "20 Year Service Pension", although you can get a smaller pension with less year of work (down to ten years). In 1978, 3 out of every 4 retirees getting Central States pensions got "20 Year Service Pensions". If you only have credit for 19 years 10 months, you will not qualify for the "20 Year Service Pension", which means your monthly pension benefits will be a lot less. But whether you qualify for the "20 Year Service Pension", and how much you get, also depends heavily on...

[2]YOUR AGE WHEN YOU RETIRE

The two most important rules to keep in mind about retirement are: (a)The younger you are when you retire, the smaller your monthly pension will be, and (b)The official date you retire is the day you stop working for your contributing employer—not when you decide to claim

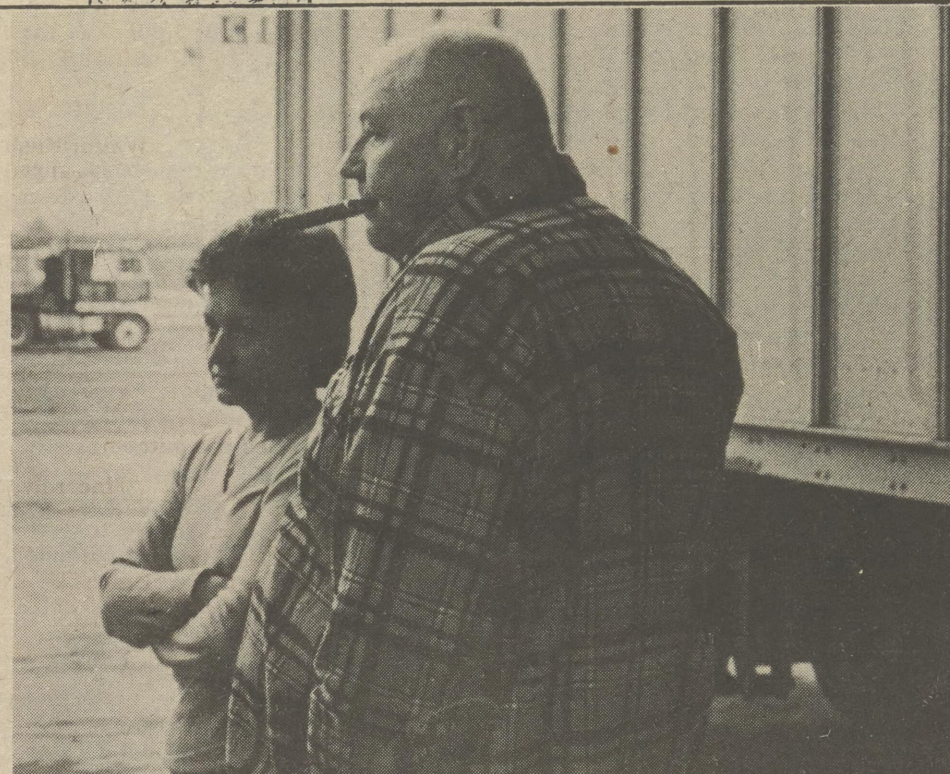
or receive benefits. If you have credit for 20 years of work for a contributing employer, you qualify for the "20 Year Service Pension", and you can retire and claim a pension anytime after you reach the age of 50. But say you do qualify for the "20 Year Service Pension" and quit work at age 50. You might get a \$362 monthly benefit (this is only a hypothetical figure, it can vary a lot depending on the factors discussed in these articles). Now, if you waited until you were 57 to retire, you could get a \$625 monthly benefit. And if you waited till you were 61, you would get \$775—over twice as much as the original figure!

An Important Rule

Most important, your retirement age is your age when you stop working for the employer who is contributing to the pension fund. Say you worked 20 years and quit your job at age 50, and then worked another 12 years as an independent owner-operator not covered by the pension plan. If you claim your pension at age 62, the monthly benefits will be figured according to your retirement age—age 50.

What if you don't qualify for the "20 Year Service Pension" when you want to retire? For one thing, your monthly benefits will be substantially less. In fact, years you worked before 1976 are worth only half as much toward your pension as years worked after 1976. And, you can not retire and claim benefits before the age of 55. At that age, your monthly benefits will be much reduced from what they would be if you retired at the age of 60.

These two factors—the years you have worked and your age when you retire—are the most important in determining how much your benefits will be. But they are not the only factors. Your employer's contribution rate and the type of benefit you choose are also important, and they will be discussed in the next issue of *Convoy Dispatch*.



TDU/PROD Member Lloyd Barrentine

TDUer Wins Right to Sue on Pre-Trip Pay

WASHINGTON D.C. — The Supreme Court has ruled that a driver has a right to sue for pre-trip pay even if he has filed a grievance on the issue and lost.

This decision, handed down on April 6, came as a result of a 4-year legal battle waged by TDU/PROD member Lloyd Barrentine, and other Teamsters in Local 878 in Little Rock who work for Arkansas Best Freight. The victory at the Supreme Court came after defeats at the grievance panel, District Court, and Court of Appeals. And the battle isn't over yet.

The Supreme Court decision itself will not result in the ABF drivers winning their right to pre-trip pay. They will have to win pre-trip pay and other benefits guaranteed under the Fair Labor Standards Act, even if these issues have been heard at a

grievance panel and the workers have lost. Grievance panel decisions concerning contract violations which are not also a violation of the law, however, would continue to be "final and binding".

Still, this single victory should make grievance panels think twice when contemplating selling the members down the drain. It increases the likelihood that their decisions will be reviewed in court on many grievances.

"This will help prevent side deals between the union and the company," said Barrentine. "I think that this decision will help any Teamster who has a claim against the company and loses in the grievance procedure. We could never have done it without the help of attorneys David Vladeck, Arthur Fox, and PROD/TDU."

You Have One Chance in Five Years

The IBT Convention is held only once in five years. TDU is working to make sure that the voice of the Rank & File is heard at the Convention in Vegas. Isn't it time you joined us?

JOIN TDU!

Name _____ Local Union # _____
Address _____
City _____ State/Prov. _____ Zip _____
Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH**.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

☐ I want to distribute **Convoy Dispatch**. Prices per issue are: ☐ 100-\$9 ☐ 50-\$5 ☐ 20-\$4 ☐ 10-\$3

☐ I want to help build TDU by signing up members or helping organize a meeting. Contact me.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and IBT officials.)

California Local 692

Fight "Container" Sweetheart

by Sharon Cotrell
Local 692, Long Beach

LONG BEACH—The Teamsters of Long Beach Local 692 are organizing to stop a new sellout which the Western Conference of Teamsters has forced on them without a vote or the approval of their local union officers.

The fifty-eight drivers at Cal Cartage are the first victims of this sellout which has been called the "Container Rider" to the Western States Pick Up and Delivery and Over the Road Supplement to the National Master Freight Agreement. The "Rider" enables a company to subdivide its operations into a division hauling general freight and a division involved "exclusively in the movement of containers and/or mini-bridge traffic" in and out of the harbor area.

The "Rider" provides for a Monday through Sunday work week, no starting times, no overtime, no holidays, a \$40 a day guarantee, no compensation for the first hour of breakdown time, no compensation for the first hour of waiting at a customer, and no compensation for the first 2 hours waiting at a container dock at the harbor. (Drivers often have to wait at the dock for 6 hours and more). The drivers are paid on a percentage basis, ranging from 15% to 30%.

The deal is so rotten that the regular Cal Cartage owner operators won't go for it. Nonetheless, Western Conference Director M.E. "Andy" Anderson has hailed the Container Rider as the kind of "harbor action" that our union needs to add "strength to our backbone, the National Master Freight" and bring non-union owner-operators into the union.

Anderson has proudly declared that the LA/Long Beach Harbor is only the beginning. He predicts that the Western Conference will lead the way with this sellout until it spreads to the Gulf, East Coast, and Great Lakes ports as well. Already other companies in LA such as Santa Fe, PMT, Southern Pacific, Container Freight and Key

have lined up to reap the benefits of the new "Rider".

Anderson is so proud of this sellout that he has already violated its own language, and the stated policy of the International Union, in ramming it through.

The "Rider" states that before it can be approved, the executive officer of the Local Union involved must sign it. But Local 692 Secretary Treasurer Monte Ogden has not only refused to sign it, he never had a chance to see it before Cal Cartage approached him asking to sign up on April 1.

On April 2, Ogden wrote a letter of protest to the International Union stating "So far the Conference has not given me a copy of this 'Rider' and I was only permitted to read it briefly and it was taken back...Moreover when I asked the Conference if my members would be permitted to vote on this 'Rider' I was told definitely not."

Ogden also referred to the letter of November 20, 1980 from Frank Fitzsimmons to all Freight Local Unions which stated that "You are not required to come to agreement with any employer" on a relief deal such as the Container Rider "...but if you do, such agreement must be approved by the members involved after proper notice and be by secret ballot."

But the Western Conference ignored such fine points as it rushed to approve Cal Cartage's request to sign up for the Container Rider. George Rohrer, Chairman of the Western Conference Master Freight Division, quickly sent a letter to Cal Cartage assuring them they should not worry about Local 692 Secretary Treasurer, Ogden, for, "At the meeting conducted on April 15, 1981, formal action was taken to grant this request...The application of Cal Cartage dated April 1, 1981 for the Container Rider be approved to be placed in effect no earlier than April 27, 1981."

Rank & File Resist

So after having been royally railroaded by the Western Conference,

Organizing Pays Off at LA Roadway

by So Cal TDU

Dockworkers and city drivers at LA Roadway have already won significant gains in their efforts to push back management's harassment and productivity campaign.

Rank & file Teamsters at Roadway in Locals 208, 357, 495, and 952 have been organizing with the aid of Southern California TDU to battle the barrage of warning letters unleashed by Roadway management aimed to boost "productivity." In the fall, a key grievance was won by Local 357, voiding some 2,000 letters and exposing the company's attempt to subvert the grievance procedure by cramming it with countless letters. But despite this decision, Big R kept up the harassment.

In response, rank and file Teamsters began organizing. One of their activities has been to initiate a newsletter

called "Blackout," or "All the news Roadway's 'Spotlight' were print." Already two editions have appeared, wholly funded by the rank and file.

These efforts paid off late in March as Local 357 and 208 BAs showed up at LA Roadway for a big worker/union meeting with the company. It was announced that 640 warning letters would be dropped and that four "counseling sessions" would not be used later as discipline. It was also announced that Roadway would cease its practice of using 100% "off the street" casuals and would take at least 50% from the Local 357 hiring hall.

For the time being, Roadway management seems to have changed its tune. Instead of handing out warning letters, they handed out Roadway hats and pins. But rank and filers at Roadway realize that without such organizing efforts Big R will be up to its old tricks.



PROTEST SELLOUT. Cal Cartage Teamsters picketed the Western Conference headquarters to protest the new "Container Rider" sellout.

the 58 Cal Cartage drivers went to work on April 27 under protest, the first victims of the new "Container Rider."

But not without a fight. On Tuesday, April 21, a special freight session was held after the regular Local 692 meeting. Teamsters from all over Local 692 poured out to voice support for the Cal Cartage drivers and to get organized.

On Friday, April 24, 40 Cal Cartage drivers and their families demonstrated outside the Western Conference Headquarters in LA. As we go to press, the drivers have formed a committee which has organized to file

grievances, consult with an attorney on possible legal action, and notified all International Vice Presidents and affected West Coast locals of their situation. They are also discussing raising the issue at the upcoming International Convention in Las Vegas.

Back in 1978 the Western Conference approved another "Container Rider". Rank & file opposition, organized by So Cal TDU, was able to block it despite its approval by the Western Conference. This fighting history, and the determination of the Local 692 Teamsters, is a good sign that this new sellout will not be rammed down their throats without a tough and prolonged resistance.

Roadway Squeezes Road Drivers

Roadway Express has embarked on a new program to squeeze yet more working hours, and more running miles, out of its already overworked road drivers.

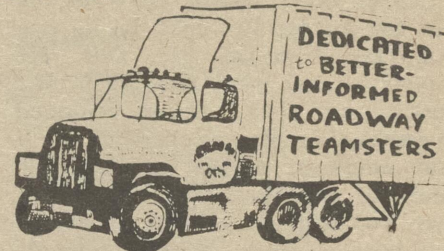
In Harrisburg, Pennsylvania road drivers are now being called into the office and "counseled" if the miles they have driven fall under the average for the terminal. In Hagerstown, Maryland a road driver was told that he was 38th out of 39 drivers on the board and asked if he could improve his mileage.

Of course this standard is nothing but harassment. No matter how high the average may be, no matter how far the lowest driver has gone, there will always be a bottom half—and even a bottom driver—on any board. And the system is discriminatory to boot, as a bid-run driver will usually have longer runs and higher mileage than someone on the extra-board.

The second tactic Roadway is using in this new production push on road drivers is to instruct drivers to log "off duty" when detained at a foreign terminal or on breakdown.

Some sections of Roadway's system have always had this practice. But in many other areas—including the 8 cities in Pennsylvania, this is a new development—and a violation of the contract. (For example: Article 57 of the Central Pennsylvania Supplement)

The company, for now, will pay a driver for sitting there "off duty"—but they just want to make sure that the driver doesn't run out of hours. The goal: to squeeze as many trips a week out of a driver. As one driver put



it: "I could be setting in that terminal for 25 hours and then suddenly be dispatched, with no place to sleep, eat, or anything. Just a bench in the terminal."

Such a situation is quite possibly in violation of the Dept. of Transportation Regulations which define "off duty" time as when a driver is "not required to be in readiness to work" and "on duty" time as "all time at a carrier or shipper plant, terminal, facility, or other property or on any public property waiting to be dispatched..."

Roadway is probably well aware that the mileage index is discriminatory and arbitrary or that its new logging rules are of questionable legality. But they have perfected these techniques of productivity harassment with the goal of squeezing more work from fewer Teamsters precisely by stretching the laws and contracts to the outer limits. They have been doing just this on the dock for quite some time with the production cards, meetings in the office without representation, tonnage index averages, etc. Now that this has spread to the road operation it is clearer than ever that the road, city, and dock Teamsters at Roadway need to stick together if Big R's harassment campaigns are to be stopped.

Companies Refuse Wage Increase

Compiled by Staff
from Cleveland and W. Pa. TDU

"There is no more National Master Freight Agreement." — IBT General Organizer Roland McMaster.

That's what a member was told on April 22, 1981. This member works for a carrier that has refused to pay the wage increase due under the contract on April 1.

Hundreds of carriers are openly defying the union and refusing to pay the increase. Others are "bargaining" not with our union, but are making deals with individual members—setting unionism back years.

Some of these giveaway programs are dressed up as "loans". At companies such as Cooper Jarret and Eazor, employees are paying back 4% to 12% of gross weekly wages as a loan that might be repaid someday if the company's profits go high enough. At other companies, such as Duff, CCC and MX, employers are just deducting part or all of the 77c raise as a voluntary "donation" by the members to the company. In yet other cases, the company is just defying the union contract completely.

What Can Be Done

A lot of union officials are saying "nothing can be done". This is exactly the attitude the employers are counting on. They want to break down all respect for unionism.

But rank & file action can—and is—countering this defeatist attitude with:

Grievances: On March 25 a Warner Smith driver won \$1300 in back pay after he filed a grievance against his company for trying to get relief from the raises guaranteed in the contract. He cited Article 6, section 2 of the National Master Freight Agreement which outlaws agreements between individual members and the company.

Strikes: In the last issue of *Convoy Dispatch* we reported on the strike by Local 299 against takeaways and "individual contracts" by Courier Newsom. The strike stopped those takeaways, but now Courier Newsom is among the carriers not paying the increase and openly defying the union. This is due to the fact that other locals

did not join in the strike and continued to run.

Since the strike, however, International General President Fitzsimmons has suggested that strike action may well be in order. In a letter sent to all freight locals on March 27 he said that when any grievance against relief was filed it should state: "This grievance is filed without prejudice to, or waiver of, any other remedies which are available to us under the National Master Freight Agreement and existing law. We reserve the right to exercise other such remedies at any time."

In other words, if the company makes a concerted effort to get out of paying the raise, the union can put them on strike.

Rank & File Pressure Needed

But many local officials are completely ignoring Fitz's letter and are allowing companies to obtain relief from the contract. Even regional officials are refusing to back tough action against the companies.

For example, in Detroit several companies including Courier Newsom, Central Transport, Ogden Moffit, and U.S. Truck defied Local 299 and refused to pay the increase. In late April 299 asked the Central Conference for strike sanction. But on April 27 Central Conference official Jack Yager refused to grant this sanction, telling the Local that the only thing they could do was file a grievance.

It will therefore take rank & file pressure on our officials to get them to use the power that Fitz suggests in his March 27 letter. That is why TDU is printing a Model Local Resolution in this issue of *Convoy Dispatch*. This Resolution is based on the Fitzsimmons' letter and calls for action by Local Unions against relief including a request for strike sanction from the International.

This resolution will be in order at your May Union meeting. If you are interested in putting a stop to relief in your local, you should go to that meeting armed with the facts on what carriers in your local are getting relief, with copies of this resolution, and copies of Fitzsimmons' March 27 letter. (Copies available from TDU.)

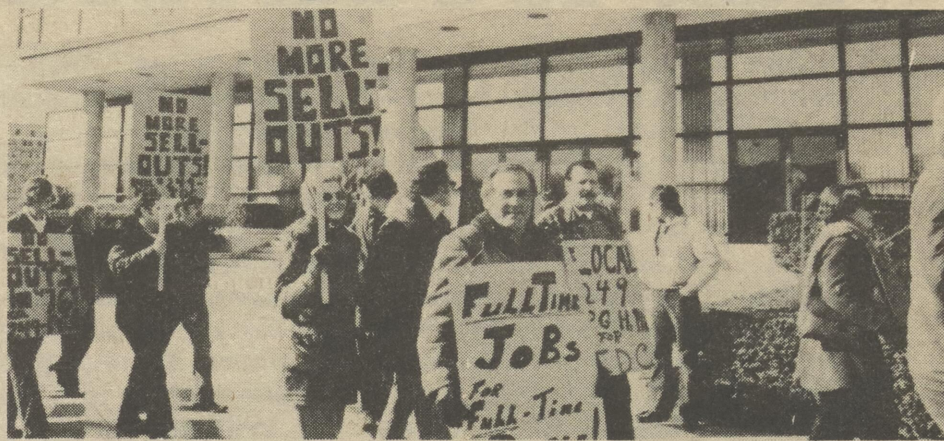
Model Local Union Resolution On Relief

WHEREAS, General President Frank Fitzsimmons has stated that "At a minimum, grievances should be filed" against any employer failing to "meet their full financial commitments due as of April 1, 1981."

AND WHEREAS, President Fitzsimmons has also advised all locals that such grievances are to be "filed without prejudice to, or waiver of, any other remedies which are available to us under the NMFA and existing law."

BE IT RESOLVED THAT Local _____ take the following action to stop this attack on our contract:

1. Immediately file a grievance in accordance with the instructions of General President Fitzsimmons,
2. Request strike sanction against those carriers subverting our contract including _____



RANK & FILE ACTION. It will take rank & file action, like this 1976 demonstration of Teamsters at the IBT headquarters in Washington, to save our contracts.

RANK & FILE DELEGATES TO FIGHT FOR OUR CONTRACTS

At the IBT Convention, June 1-5 in Las Vegas, Rank & File Delegates will be introducing the following Resolution to Save Our Contracts and Organize the Unorganized:

WHEREAS, The National Master Freight Agreement and other master contracts are not only the largest contracts signed by the International Brotherhood of Teamsters but are also the pattern-setters for hundreds of other contracts covering Teamster members in diverse crafts; and

WHEREAS, the master contracts are being eroded by many factors, including a concerted employer effort to undermine unionism, deregulation of the trucking industry, the growth of non-union carriers, special commodity riders, underbidding of one local by a sister local, and other means; and

WHEREAS, a concerted national campaign will be needed to meet this challenge head-on and preserve our pattern-setting agreements, national unity, and to organize the unorganized in many crafts including but not limited to freight, tank haul, construction and cartage; and

WHEREAS, to meet this challenge successfully will also require the full understanding, support, and active involvement of rank and file Teamster members on a large scale,

NOW, THEREFORE BE IT RESOLVED, that promptly after this Convention the General Executive Board shall adopt and put into effect a Program to deal with these problems including a massive Organizing Campaign which shall include the encouragement and establishment of Rank & File Organizing Committees in each Local Union of volunteer members to aid this effort; and

BE IT FURTHER RESOLVED, that this Program will include a commitment to seek vigorously such legislative or administrative relief from the disastrous effect of deregulation as may be possible; and

BE IT FURTHER RESOLVED, that this Program will include the closest scrutiny of Local Unions which may be underbidding sister locals or executing agreements which weaken and endanger our master contracts, with the purpose of avoiding and curtailing such underbidding and with the purpose of imposing such remedies and discipline as are permitted under the IBT Constitution; and

BE IT FURTHER RESOLVED, that this Program will include an intensive effort to scrutinize the impact of all Special Commodity agreements and riders to root out those employers who may be engaged in violations of the riders and to determine which of such riders should be continued and which should be discontinued, and to insure that in the future Special Commodity riders do not become a device for weakening our master agreements; and

BE IT FURTHER RESOLVED, that this Program include a commitment to strengthen and expand the master agreements in the coming round of negotiations, and to resist fully employer efforts to splinter such agreements, and to negotiate job security clauses which give added protection to our members; and

BE IT FURTHER RESOLVED, that this Program shall be communicated to all members, their input and involvement encouraged, and that consideration be given to establishing an Elected Rank & File Bargaining Council for each master contract to discuss ways and means of strengthening and defending our master contracts in the coming year.

Can We Afford Roy Williams As Our

Once every five years, the top officers of our Union—the 21 members of the General Board—are selected at the Convention of the International Brotherhood of Teamsters.

This year, we will also witness the selection of a new General President—to guide our Union in the critical times ahead.

And we feel we do need new leadership. The attacks we are facing—the loss of job security, the anti-union attitude of the employers—cannot be stopped by the present leadership.

They are too comfortable, too much like the employers, too far removed from the problems of the members. Some of them were strong unionists long ago. But today none of them are. And their support of the candidacy of Roy Lee Williams for the General Presidency of our Union is nothing short of a disgrace.

New Directions will not come from them. It will have to come from the bottom. From the Teamsters who care about our future and about our Union. And that's why we're going to the IBT Convention in Vegas—to voice the concerns of the members for a New Direction for the IBT.

—TDU International Steering Committee

Las Vegas Information

HOUSING COSTS: SPECIAL LOW TDU RATE

We have room reservations at the Silverbird Hotel and Casino on the "Strip". It's within walking distance of the Convention Center. Thanks to TDU's Special Low Group Rate we can reserve a room for you for as little as \$26.50 for a single or double room, \$31.80 for 3, or \$37.10 for 4. But these rates are only available if you register through TDU—and we can only guarantee them if you register before May 13. After the 13th, contact the TDU Office for names of other reasonably priced hotels in the area.

FOOD COSTS

The Silverbird has one of the best buffets in town. The food is very good and there's plenty of it. Breakfast is \$1.49, lunch is \$1.95, and dinner is only \$2.95.

RANK & FILE ACTIVITIES

Join TDUs from all over the country for cocktail hour at 5 p.m. on Sunday, May 31st at the Silverbird Hotel. TDU registration will take place at the same time. At 6 p.m. there will be a buffet dinner for \$7 per person. You must register ahead of time to be included in this meal. The first TDU Caucus Meeting will begin right after dinner at 7 p.m.

SPECIAL ACTIVITIES

In addition to the many shows offered in Las Vegas showrooms and lounges, TDU will have several media presentations about the rank & file movement. We will also help organize two tours: to the Hoover Dam, and a Desert Tour. Many other tours are available out of Las Vegas. Overnight trips to the Grand Canyon start at \$60. Each hotel guest gets one free ticket to the Hotels nightly shows.

TRAVEL COSTS

For those driving to Vegas, there is ample free parking for cars and campers. For those flying, bus and limousine service is readily available from Las Vegas Airport to the Silverbird Hotel for \$2.50.

TRAVEL TIPS FOR THE CHEAPEST FLIGHTS

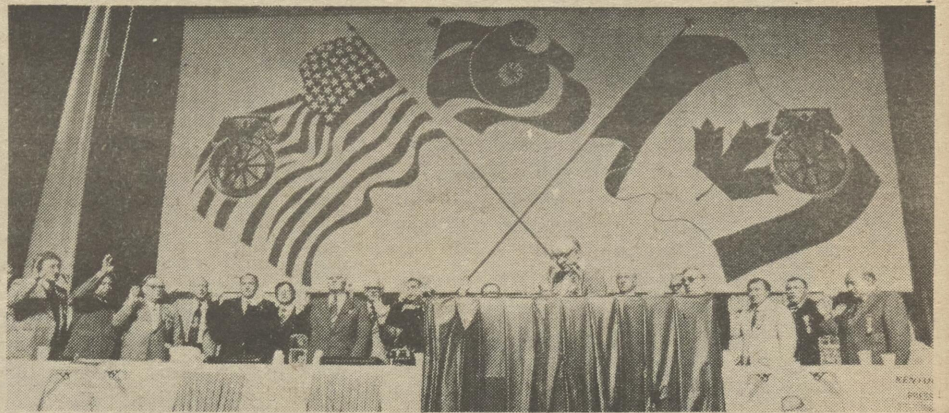
Different airlines have different "deals." In almost all cases, you have to make a reservation and pay for your ticket at least 14 days in advance of your departure if you want to get the cheapest fare (sometimes called a "super-saver"). You should call right away and figure out the best ticket price from your area. Always ask for the cheapest fare, as they don't always tell you about it. Also, check the cheapest days to travel. Travel agencies sometimes even have cheaper flights if you leave on a Sunday and return on a Thursday, for example. In any case, make your reservation as soon as possible to save money.

WEST COAST CONFERENCE

On page 8 you can find more information on the West Coast Conference. The Conference will be on Saturday and Sunday, May 30-31, just prior to the opening of the IBT Convention in Vegas. We hope that many of you will join West Coast TDU members for the Conference. Driving time is approximately five hours from Vegas to the Conference site in Claremont, CA.

YOU CAN FLY TO THE CONFERENCE FOR THE SAME PRICE AS VEGAS

From most places in the East and Midwest you can fly to Ontario Airport (not LA International Airport) to attend the Conference, and have your return flight from Vegas, for the same price as a round trip to Vegas. For example, from Detroit you can fly United to Ontario and return from Vegas for only \$298. You could then fly from Ontario to Vegas at the end of the West Coast Conference on Sunday, May 31st, or ride with West Coast TDUs in a car caravan to Vegas. Be sure to notify the TDU Office ahead of time if you want to ride by car or bus from the West Coast Conference to Vegas. (Flights between Ontario Airport and Vegas are \$68 round trip or \$52 one way on Air California or Air West.)



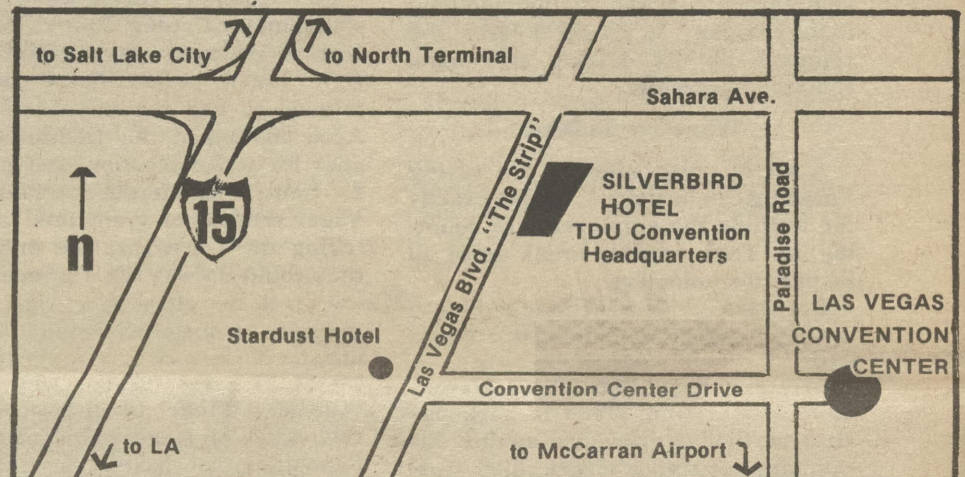
First Day in Vegas

5 p.m. Cocktail Hour & Registration

6 p.m. Buffet Dinner (Make reservations with TDU; \$7 per person)

7 p.m. First TDU Caucus* Meeting for 1981 IBT Convention

*There will be a caucus meeting each evening. Time to be announced.



Register for Vegas by May 13

after the 13th, call TDU for names of other reasonably priced hotels.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Local No. _____

Arriving by _____ When? _____
method of transportation day & date

Arriving alone or with a group? _____

Other members of your party? _____

Wish to share a room with _____

Hotel Rooms at Silverbird	Sat	Sun	Mon	Tue	Wed	Thu	Total
Single & Double	26.50						
Triple	31.80						
Quad	37.10						

No. of Persons

Sun. PM Dinner 7.00 _____

Total _____

Are you interested in joining other TDU people on side trips to Hoover Dam and/or a Desert Tour? ☐ yes ☐ no

Mail to: TDU, Box 10128, Detroit, Mich. 48210
Phone: (313) 842-2600

Our Next General President?

Roy Williams is the front-runner to be the next General President of our Union. Is this the kind of leadership we need to save our jobs and contracts in the 1980's?

It now appears certain that the International Officers of our Union met behind closed doors in Hollywood, Florida during April and handpicked Roy Lee Williams to be the next General President of the IBT.

What will this mean for the 2 million members of our Union? A look at the Williams record gives a frightful glimpse of things to come:

Murder. In 1962 Williams was indicted for embezzling union funds. He was found innocent, but in 1964, Williams co-defendant Floyd Hayes tried to turn states evidence. He was shot and killed by two masked assailants. The case was never solved. In January 1979 a book-keeper in Williams Kansas City Local 41 was shot dead, his valuables and wallet untouched. An individual listed in police records as "union representative, Teamsters" was booked shortly thereafter. But the case has never been solved. Indeed, employment by Williams Local 41 is considered extremely hazardous—another unsolved

murder involves the late 1970's slaying of a Business Agent.

Pension Fund Fraud. In the 1960's and 1970's Williams served as Trustee of the Central States Pension Fund. He is now a defendant in a lawsuit brought by the Labor Department against the Trustees for making at least \$130 million in bad loans to organized crime linked figures and other shady investors. When questioned by the U.S. Senate in 1980 on his role in this affair, Williams consistently took the fifth.

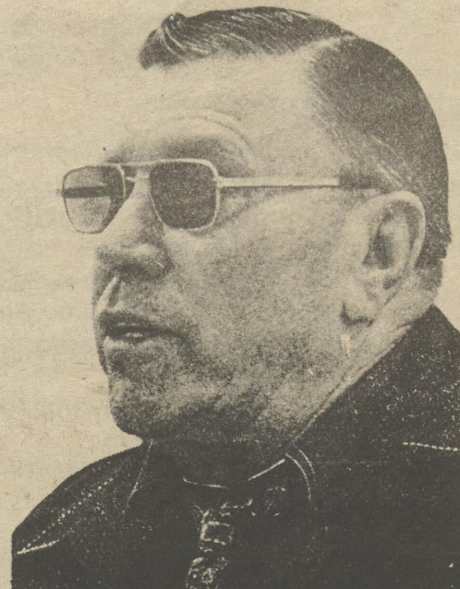
Health & Welfare Fraud. In 1979 Williams and the other Trustees of the Central States Health & Welfare Fund were forced to pay \$400,000 in damages in a class action suit brought by TDU Teamster members. The suit charged that the Trustees of the Fund had violated their responsibility by losing \$7 million in a deal involving Allen Dorfman.

Sweetheart Contracts. In 1975 Williams' Kansas City associate, Joint

Council 56 Organizer, Sam Ancona, bought an expensive BMW sedan for half-price from Eugene Boffa and his notorious Universal Coordinators labor leasing outfit. Coincidentally, Boffa was supplying Joint Council 56 drivers to a client at the time of the deal. But Boffa's labor leasing scams are only the most publicized sweetheart contracts that have plagued our union in the last few years, the years during which Williams has been Director of the Freight Division of our union and charged with negotiating and protecting our most important contract, the NMFA. Williams assistant Jack Yager personally approved an \$8 an hour sweetheart deal for local cartage companies in Kansas City and St. Louis in 1980 until the rank & file got wind of the deal.

Graft. It has been widely reported that Williams is now the target of an intensive Justice Dept. investigation concerning his role in "skimming" cash from Las Vegas Casinos. Indictments are expected in the near future.

Roy Williams' secretly planned rise to General President of our Union is a cause for concern for every rank & file Teamster. We need to ask ourselves, our fellow Teamsters, and our Local officers, if it is really in the best interest of our union to have at its head



ROY WILLIAMS

Roy Williams, our next General President?

a man who has repeatedly been charged with involvement in murder, graft, fraud, and embezzlement? Is it really in the best interest of our union to have a President who could be indicted at any time?

We think not. And we think it makes the need for a rank & file movement to cleanse and strengthen our union more pressing than ever.

...And These Men As Vice-Presidents?



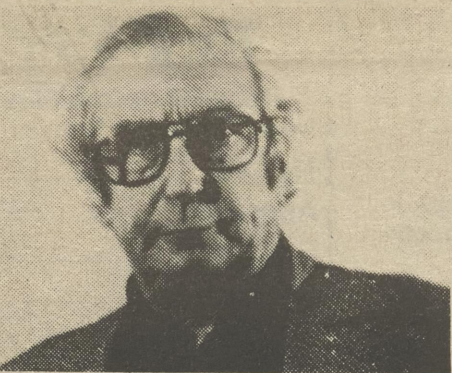
JACKIE PRESSER

"I can make a million through the union...I know every banker in this city by his first name."

—Jackie Presser
International Vice President

Indeed, Presser already has become a millionaire from our dues. In 1979 his six union salaries paid him \$274,278.53. His father William Presser and his in-law Harold Friedman made six figure salaries too. He has 6 pensions lined up for himself, all from our dues.

Unlike some other Vice Presidents, who worked to build our union long ago, Presser inherited his power from his father, like a "family business." In fact, back in the early 1960's, when his father was a Trustee of the Central States Pension Fund, Presser got loans totaling \$1,056,477 for a business venture. Then, in 1964, he defaulted on the loans. Later, William Presser was forced to resign as a Pension Fund Trustee because of a conviction for taking payoffs from employers. Jackie was appointed in his place. He too, however, was later forced out by the U.S. Labor Department and was later sued along with the other Trustees for making millions in loans that were never recovered.



BOBBY HOLMES

Fourth International Vice President Robert Holmes helped build the union in Michigan. But now that he's "made it" with four salaries totaling \$138,661 in 1979, he thinks more like the employers than the warehouse workers and drivers he is supposed to represent.

For example, Kroger bakers in Detroit recently went to court against Holmes over the complete loss of their pensions. Holmes, a former Kroger employee, has four pensions lined up for himself.

And like the employers, what Holmes fears first and foremost is the rank & file. Presently the U.S. Department of Labor is investigating the recent election in Local 337 in which Holmes narrowly claimed victory. His son, Robert Holmes Jr. was defeated for Secretary Treasurer by TDUer Jerry Bliss. But "dad" got him appointed a "General Organizer"—back on the payroll. The NLRB has issued at least four complaints against Holmes for intimidation and violence in the election.

TDU continues to grow in Holmes' local despite his scare tactics. Indeed, Holmes opponent in the last election, rank & file leader Bob Janadia, will be one of four delegates from Local 337 who is a TDUer.



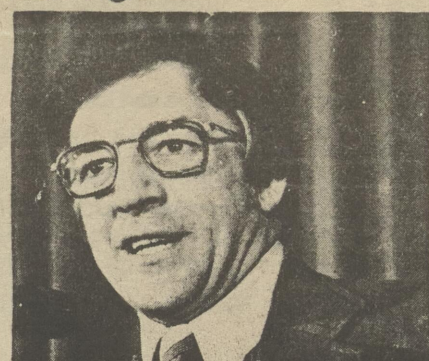
SALVATORE PROVENZANO

Sixth International Vice President Salvatore Provenzano comes from a family where union racketeering is a tradition. On May 1, 1981 that tradition was noted in federal court when "Sammy Pro's" brother Nunzio Provenzano, President of New Jersey Local 560 was convicted of a plot to take payoffs from major trucking companies.

Another brother—and former International Vice President—Anthony "Tony Pro" Provenzano is already in prison for first degree murder and labor racketeering. In June 1978 his 22 year old daughter was appointed to fill his position as Secretary Treasurer of Local 560 as he went to prison.

According to testimony in last months trial, Local 560 was really run by a chain of command with "Tony Pro" as #1, then the late Sal Briguglio, then Sammy, and finally Nunzio. Briguglio was murdered in 1978 at a time when the government considered him to be Hoffa's actual killer.

And right in the middle of this chain of command sits Salvatore "Sammy" Provenzano, International Vice President, Secretary Treasurer of The Eastern Conference, and Vice President of Local 560.



ED LAWSON

Ninth Vice President Edward Lawson is one of our VP's who has no record of any organized crime connections at all.

Yet he has something in common with too many of our top officials—contempt for the members. He is an officer of Local 213, which holds its union meetings in Vancouver. Lawson lives and works in that city. But he has refused to attend a single 213 union meeting since November 1977.

When the members of Local 213 elected Jack Vlahovic as Secretary Treasurer in 1977, within hours of the election Lawson's people were bringing trumped-up charges against Vlahovic.

Recently, in the delegate elections in Local 213, the rank & file again elected Jack Vlahovic—who topped the field of candidates—and in fact most of the delegates from Lawson's own local do not support Lawson's policies!

Lawson, who is Director of the Canadian Conference and made \$118,065 in 1979, does not have to answer to any Teamster in Canada. He was appointed to his job by one man, the General President.

WEST COAST CONFERENCE AGENDA

AGENDA DE LA CONFERENCIA DE LA COSTA OCCIDENTAL

May 30—31

FRIDAY/VIERNES

7 pm

Early Registration and Social
 Registración Adelantada y Reunion Social

SATURDAY/SÁBADO

8:30-10 am

Registration/Registración

10-12 noon

Main Session: Fight to Save Jobs, Contracts and Conditions
 Reunión Principal: La Lucha por Defender Trabajos, Contratos, y Condiciones

Welcoming Remarks/Charla de Bienvenida: Doug Allan, Yellow, Trustee
 Local 208, Los Angeles

Chair/Encabezado: Jim Jordan, Insured Transporters, Local 490, Vallejo
 CA

Greetings: Representative of the Cannery Workers Committee, San
 Jose CA

Saludos: Representante de El Comité de Trabajadores de Caneria
 (CWC)

Speakers/Oradores: John Lattanzio, Silver Eagle, Local 690, Spokane
 Jim Watzek, Safeway, Local 315, Richmond CA
 Bill Huff, UPS, Local 396, Los Angeles
 Tom Salinas, Roadway, Local 657, San Antonio TX
 Ken Paff, TDU Organizer, Detroit

12-1 pm

Lunch/Almuerzo

1-2:45 pm

Workshops/Talleres

2:45-3:30 pm

Break/Tiempo Libre

3:30-5:15 pm

Workshops/Talleres

5:15-7:15

Main Session: Rank and File Organization for the IBT Convention
 Reunión Principal: Organización de Miembros de Base Para la
 Convención de la IBT

Chair/Encabezado: Charis Moore, UPS, Local 315, Martinez CA

Speakers/Oradores: Pete Camarata, Local 299, Detroit
 Jack Vlahovic, Local 213, British Columbia, Canada
 Jerry Bliss, Secretary-Treasurer, Local 337, Detroit
 Doug Allan, Trustee, Local 208, Orange County CA
 Diana Kilmury, Local 213, British Columbia, Canada

7:15-8 pm

Cocktails/Cocteles

8-9:30 pm

Dinner and Guest Speaker/Cena y Orador Invitado

Chair/Encabezado: Bob Ellerman, Local 952, Los Angeles

Speaker/Orador: Stan Weir, Instructor of Shop Stewards Courses in
 Grievance Handling and Collective Bargaining; former professor,
 University of Illinois

9:30-12 am

Cash Bar and Entertainment/Fiesta y Entretenimiento

SUNDAY/DOMINGO

8-9:30 am

Breakfast and Rally for IBT Convention

Desayuno y Mitin Para la Convención de la IBT

Chair/Encabezado: Bilal Chaka, Local 692, Los Angeles

Rally Speaker/Orador: Bill Slater, Vice-President, Local 468, Oakland

10 am

Car Caravan leaves for Vegas/Caravan Sale Para Las Vegas

Come to the Conference . . .

Main sessions and most workshops

will be translated into Spanish.

Vegan a la Conferencia . . .

Reuniones principales y la mayoría de los talleres

se traduciran al Espanol

Se celebrará la primera conferencia de TDU (Teamsters for a Democratic Union) en el oeste de los estados unidos en el Scripps College en Claremont, CA (cerca de Los Angeles) el 30 y 31 de mayo de 1981.

Esta conferencia tiene dos objetivos. Primero, los miembros de TDU se preparan para la convención de los Teamsters que empezará el 1 de junio en Las Vegas. Segundo, los miembros de TDU tendrán la oportunidad de aprender como proteger y fortalecer los derechos de los trabajadores en nuestra Unión y en nuestras fábricas.

Tendremos juntas sobre los derechos legales de los trabajadores; el procedimiento de las quejas y arbitración; y las preparaciones para las negociaciones de contratos laborales. También habrán juntas especiales sobre los problemas de los trabajadores en las canerías y las fábricas que procesan comida.

Durante la conferencia los miembros de TDU discutirán proposiciones para mejorar nuestra Unión: por ejemplo, proposiciones para poner límites en los sueldos de los oficiales de la Unión, proposiciones contra contratos vendidos, y proposiciones contra aumentos en nuestras cuotas. TDU traerá estas resoluciones a la convención de los Teamsters en Las Vegas.

Para los miembros de TDU que hablan español, habrán traductores durante nuestra conferencia.

Las personas que tengan interés en esta conferencia deben registrarse. La cuota de registración es: \$25 para el sábado; y \$30 para el sábado y el domingo. También hay algunos cuartos disponibles al alcance. Para todos los miembros de TDU que ganan menos de \$10,000 por año, hay becas especiales.

WORKSHOPS (TALLERES)

1. Knowing Your Bylaws and Using Them in Organizing
 Conocimiento de Sus Estatutos Internos y Cómo Usarlos para Organizar
2. Legal Rights for the Rank and File
 Derechos Legales Para la Membrecía
3. Being Effective at Union Meetings
 Cómo Ser Eficaz in las Reuniones de la Unión
4. Wives' Participation in TDU
 Participación de Cónyuges en TDU
5. Using the Grievance Procedure and Arbitration
 Como Usar el Procedimiento de Quejas y Arbitración
6. Shop Floor Organizing
 Organización en el Taller
7. Organizing for a Better Contract
 Cómo Organizar por un contrato Mejor
8. Organizing the Unorganized
 Cómo Organizar a los No Sindicalizados
9. Organizing Food Industry Teamsters
 La Organización de los Teamsters en la Industria de Alimentos
10. National Master Freight Agreement in 1982
 El Acuerdo Nacional Master Freight de 1982
11. United Parcel Service 1982 Contract
 El Contrato con United Parcel Service de 1982
12. Carhauers Contract 1982 Agreement
 El Contrato de los Porteadores de Carros de 1982

WEST COAST CONFERENCE MAY 30—31

Register by May 18

Register before May 18 to get a \$3.00 reduction in registration fee.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Local No. _____

If registering for others, please give same information.

Those traveling over 600 miles one way get \$5 off registration fee.

Mail to: TDU, Box 10128, Detroit, Mich. 48210
 Phone: 313-842-2600

If you are from the West Coast area & registering by mail after May 24th, send your registration to: TDU, Box 1868, Lynwood, California 90262.

CONFERENCE REGISTRATION	# of persons	Total
Saturday only	25.00	_____
Saturday & Sunday	30.00	_____
HOUSING (per person cost)	# of persons	
Saturday only	9.90	_____
Friday & Saturday	19.80	_____
CHILDCARE	# of children	
Saturday only	10.00	_____
(\$6 for each additional child; fee includes meals and any outings)		
Total Amount		_____

Less \$3 deduction for early registration and/or \$5 reduction in conference fee for those traveling over 600 miles one way.

Date _____ Total Amt. Paid _____

Columbus Local 413

Kroger Teamsters Reject Tonnage Pay

In its continuing effort to make the hourly wage obsolete, Kroger has recently been pressing its Columbus drivers to consider being paid on a **tonnage** basis. The drivers' response came loud and clear at a May 3 union meeting: not a single driver voiced support for consideration of tonnage.

During the last contract talks, Kroger had tried to get Cincinnati drivers to consider such a plan, and were turned down flat. Now Kroger is up to its old ways, trying to find a weak link to pin tonnage on, and then force it on the other divisions at a later date. But this time it didn't work.

Not too long ago Kroger started undercutting the hourly method of pay

for drivers by getting some divisions to go to **mileage pay**. Divisions like Detroit held out as long as possible, but as they became surrounded by divisions that took the bait they were left isolated and eventually went to mileage too. Kroger perfected the "divide and conquer" strategy.

Mileage did not completely kill the hourly rate for drivers because unloading time was paid at the hourly rate. That one breath of life is too much for Kroger, so they devised tonnage as the final nail in the hourly coffin. Ft. Wayne has gone for tonnage, so the company is hoping to spread this latest disease to nearby Ohio.

Columbus has held firm, and it's

important that other divisions do likewise. "The drivers here are not interested in hearing anything more about tonnage," Lowell Stout, Columbus committeeman, told **Convoy Dispatch**. The unanimous vote should be a signal to Kroger that the opposition to tonnage runs deep.

Charleston Renegotiates

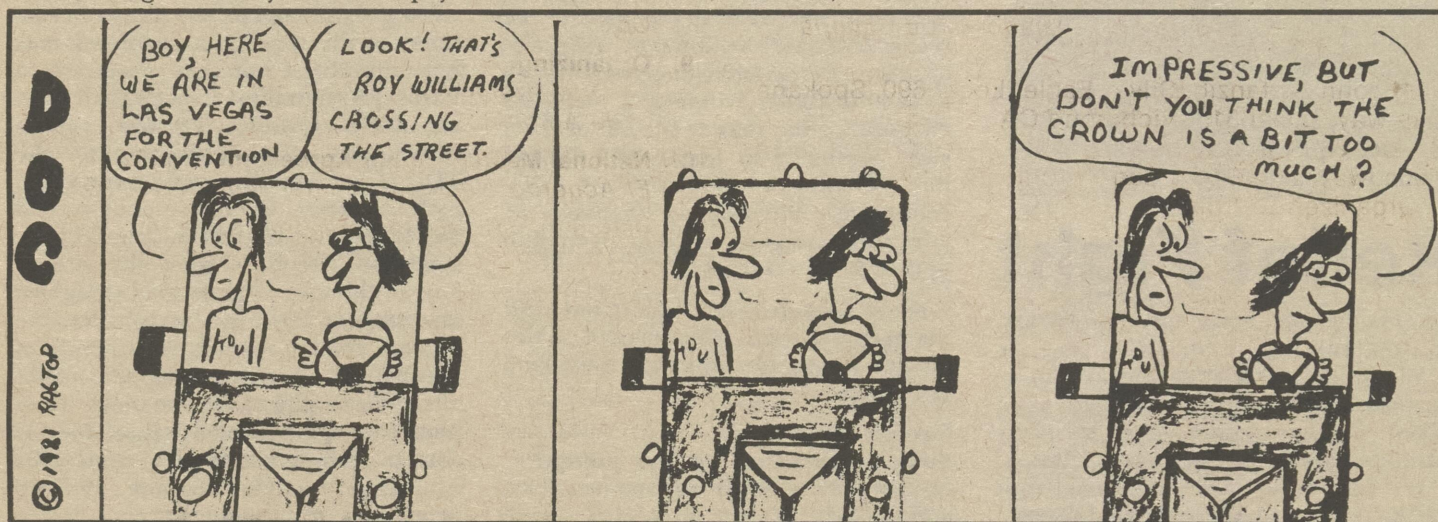
In somewhat worse news, the Charleston Kroger division has approved an extension of their contract until 1986. Kroger was not eager to sign the contract it reached with Local 175 after the militant, rank and file led strike waged early last year. When Kroger finally agreed to sign the

contract in October, 1980, it insisted on an extension that would water down what was won in the strike.

Kroger is expanding its Roanoke warehouse, and told the Charleston workforce that their work would move there unless they accepted this extension. Among the new conditions are substandard wages for new hires for two years, peddle runs on mileage, and averaging their wages in the future between what Cincinnati and Roanoke get. While the threat of loss of work to Roanoke, as well as Ohio River stores to Columbus, may or may not be real, it is regrettable that the gains made last year are now mostly lost, due to Kroger's pressure tactics.

Detroit Dairy Says No

Kroger is trying to get its Detroit Dairy facility to take a one-year wage freeze as well as numerous contract language givebacks, but a May 1 vote of 41-87 rejected the contract. This vote overcame the Union's restrictive "2/3's rule" which is needed to reject a company's final offer. Kroger is one of several Detroit dairies trying for a one-year wage freeze, and all companies requesting it have been assisted by Local 337 BA Colonel Meyers. Without COLA, this "freeze" actually amounts to a wage cut due to inflation. And Kroger added insult to injury by raising supervisors' salaries recently.



Rank & File Organize

UPS in Chicago Pushes for Incentive Pay

In an effort to push productivity to uncharted heights, UPS has rammed through incentive-pay schemes at the Hammond, Indiana Center, two out of three of the Centers at Bedford Park, Ill., and in the "3 North" Center at the giant Jefferson Avenue Hub in Chicago.

No drivers have been allowed to vote in any of these centers as to whether or not they wanted the plan. No resistance came from the union.

How It Works

Briefly, the incentive plan works like this: the supervisor or manager says the load should take 10 hours to deliver. If you complete it in 8 hours you still get paid for 10 hours—and you get to go home early.

It sounds pretty good on the surface, but according to drivers now working under the plan at Bedford Park and Hammond, there are at least three serious problems.

The first problem is **speed-up and the resulting loss of jobs**. Drivers at Bedford Park and Hammond report a loss of 5 or 6 routes as the company can move the same freight with fewer drivers. At Bedford drivers said they are now making 170 stops a day where a few years ago 150 was considered much too high.

The second problem is **harassment**. On Friday April 24 a Bedford Park driver was fired for low productivity when she took ten hours for a route that the company said should have taken ten hours. She had been bringing the routes in at the allotted time for about a week, even with a supervisor riding with her almost all the time. The company's stated reason

for the dismissal was productivity.

The third problem is that your **incentive pay is hidden** as it is just added to your paycheck. It is almost impossible to figure out how much "incentive" you are actually getting and if it is worth it.

In fact, UPS is counting on this. As one supervisor said, "It's my job to make sure nobody under me makes more than I do." He went on to say that UPS's policy was that, "The incentive pay will be OK for a few guys, but for the majority it will mean less money than they are making now."

Where is our Union?

In a 1976 decision, the NLRB ruled that the union and the company had to negotiate on any incentive pay plan. UPS can not just ram it through without union consent. Under the Local 710 UPS rider (Article 27) it even specifically states that "the employer shall not put into effect any new plan, of an economic nature, affecting employees (such as incentive pay plans, sick leaves, schedules, piece rate, etc.) without first checking with and securing the approval of the union."

But since the drivers never voted on the plan, it is clear that Local 705 and 710 officials must have approved the plan.

This means that if the rank and file can just force their local union to take a stand, the incentive pay system can be stopped cold. "We got rid of it here seven years ago," a driver said. "They've gotten rid of it elsewhere. We don't want it back now."

TDU members working at UPS in the Chicago area are talking about informing their fellow Teamsters of the dangers of incentive and organizing to stop it before it spreads. They know that it has been turned down in Michigan, Texas, California, and in some hubs in Indiana. But unless the Union adopts a uniform policy clearly

against it, it will spread like a cancer.

The time for rank & file action is now—to educate other members about incentive pay, to find out how and why Chicago Local officials have approved it without consulting the membership, and to demand a membership vote on this scheme before it is completely out of control.

"NEW DIRECTIONS FOR THE 1980's" A New Booklet by TDU

The Teamsters Union:
New Directions
for the 1980's

Submitted to the Delegates of the
22nd Convention of the International
Brotherhood of Teamsters, Chauffeurs,
Warehousemen, and Helpers of America
Las Vegas, Nevada
June 1-5, 1981
By Teamsters for a Democratic Union

For the first time in the history of the Teamsters Union Rank & File Teamsters have mailed a Program for Change to all of the Delegates to the IBT Convention.

TDU mailed this new booklet, "The Teamsters Union: New Directions for the 1980's" to all of the Convention Delegates because we believe that the 1981 IBT Convention comes at a crucial time for our union. A time when we need new directions, new policies, and new leadership to save our jobs, contracts, and conditions in the tough years ahead. This booklet discusses the problems that we as Teamsters face today and presents plans to solve them.

This booklet will be mailed free to all TDU members; others may order them for \$1 from the TDU office. [Bulk rates available]

Cincinnati Teamsters Fight Insurance Cuts

CINCINNATI—The Teamsters of Local 100 are organizing to reverse the abrupt slashing of their health and welfare benefits on April 15.

The cuts in benefits include a \$4,000 cut in life insurance, a 50% reduction in dental coverage, a complete abolition of orthodontic coverage, an increase in the annual deductible payments for hospitalization to \$150 and other reductions.

These cuts were suddenly announced to the members in a letter dated April 7 sent by the Union Trustees of the Health and Welfare Fund: Local 100 President Jerry Kiser, Secretary Treasurer Odell Hinkle, and BA Jack O'Bannion. The letter informed the members that within a matter of days the cuts would go into effect because the Fund was losing money.

"Maybe instead of cutting our benefits, Jerry Kiser and Odell Hinkle

should each give up the \$20,000 Cadillac Eldorado they are driving around while Local 100 is going broke," said a Teamster at McLean after receiving the letter.

This sentiment was echoed in the efforts that rank and file Teamsters have taken to oppose the cuts. They have pooled their resources to hire an attorney and challenge the cuts in court.

Meanwhile, communication between Kiser and the members of Local 100 has broken down to the point where he needed to be protected by four policemen at the April Union meeting. When the members requested that the police be removed, Kiser refused. The majority of the members responded by walking out of the hall, leaving Kiser to convince the attentive policemen why the benefit cuts were in the best interest of the members of Local 100.

Schwerman Relief Fight

by Donald Pierce
Local 144 Steward
Terre Haute, Ind.

On January 5, 1981, drivers of Schwerman Trucking Co., Greencastle, Ind., members of Local 144, were to receive 49c COLA. Our BA, James Switzer, kept giving us the runaround as to why we did not receive it. Finally, in February, he told me that Schwerman had filed for relief, which was denied at a hearing in Florida. It was ruled they would back up and pay effective February 27.

The company refused, so our BA finally told me to file a General Grievance, which I did. It was heard at Rosemount, Ill., on April 23 and put on hold.

Our BA told me the company did this because they wanted to call a meeting with the employees about the COLA and about the raise we're to

get of 35c per hour and 42c COLA starting July 5.

When we voted this contract in, a representative of Schwermans was asked if they could live by this agreement and his remark was "Yes".

We drivers don't feel our Local and BA have treated us with all fairness over this COLA.

**TDU
CONVENTION**
Plan Now to be There
Rank & File Convention
Oct. 31—Nov. 1, 1981
Detroit, Michigan
Save Our Contracts
Save Our Union

"Changes in personnel, even in the highest offices, will not be enough. We need changes in the policies, direction, and spirit of the Union."

Doug Allan, from *The Teamsters Union: New Directions for the 1980's*
Booklet sent to all delegates to the 1981 IBT Convention

In order to make these kinds of changes in our Union, we need money to reach rank and file Teamsters. You may contribute \$100 right away, or \$25 a month for the next four months, or 10 monthly \$10 payments. Your contribution will be *tax deductible* and very much appreciated.

To join the "100-100 Team" do the following:

- fill out the form below
- make a check or money order to *Teamster Rank and File Educational and Legal Defense Foundation*
- mail to: TRF, Box 10303, Detroit, Mich. 48210

Name _____ Company _____

Address _____ Local _____

City _____ State _____ Zip _____

- ☐ I pledge \$100. My check is attached.
☐ I pledge \$100 in four monthly \$25 contributions.
☐ I pledge \$100 in ten monthly payments.

Date _____ Chapter affiliation _____

I wish to remain anonymous: ☐ yes ☐ no

My name may be listed as a donor: ☐ yes ☐ no



Milwaukee TDU members George Feld (left) and Gil Wozniak (right)

How Milwaukee TDU Won Delegate Slot

Milwaukee TDU is a relatively new TDU Chapter. Yet in the last year they have grown considerably, reaching out to almost every craft in the local. In the recent delegate election they were able to score a remarkable success for such a new chapter, winning a delegate position for the rank & file out of the 4 slots contested in Local 200. George Feld, chairman of Milwaukee TDU, spoke with the *Convoy Dispatch* on how this delegate election campaign helped build the chapter.

Convoy Dispatch: Let's start out with the nuts and bolts. What kind of tactics did you use in the campaign, what kind of activity.

George Feld: The most effective thing was mailing out our literature. We got a lot of positive responses from our mailing. We set up a TDU phone for people to call and put the phone number right on the literature so people who never had heard of TDU started getting in touch with us.

Convoy Dispatch: Now that you've gone through the campaign, what have you learned about the way elections work, and the kinds of roadblocks officials can throw in your path?

George Feld: Well, they tried two things. First, they tried to stop us from mailing out our campaign literature without their approval. And to get their approval they wanted to censor the material and remove the coupon

that asked people to join TDU. I guess that they anticipated—maybe better than we did—the kind of big response we'd get. Of course, we didn't buckle under to this threat, as we knew it was not only illegal but also contrary to a letter Fitzsimmons himself had sent out on election rules. We were able to obtain this information through the TDU office. We then had our attorney mail a letter to Fitzsimmons, and suddenly our officers changed their tune. Our literature went out without any problems. The second thing we learned was how, in a mail ballot, the officers can try to rush the mailing of the ballots so that it happens right after the nominations meeting. They hope that this makes it impossible for you to campaign or mail out your campaign literature in time. But we beat them to the punch.

Convoy Dispatch: You called their bluff?

George Feld: Yes, and we contacted the news media to get the story out quickly to all the people. We wanted to make sure that this wasn't swept under the rug. In fact, because of the publicity we actually turned the situation around and used it to our advantage.

ISC Sets Speaking Tour

The TDU International Steering Committee met on April 25, 1981 and voted to set up a speaking tour for delegates to the IBT Convention to report to the rank and file in meetings from coast to coast. The tour will be organized for June and July, following the June 1-5 Convention. Members interested in having a meeting set up in their area should contact the TDU Office right away.

Summer Union Meetings?

Membership meetings can only be legally suspended for the summer by vote of the membership after reasonable notice of the intention of vote upon such question.

If you feel you should continue membership meetings this summer, exercise your rights under this clause, guaranteed you.

A good reason to have meetings in June and July would be to have reports from the delegates to the IBT Convention. Remember, under the IBT Constitution and federal law, your local's delegates represent the membership and therefore you have a right to a full report on Convention actions and to ask how your delegates voted.

Help
Reform
Our
Union
★ ★
Join
the
100-100
Team

Meeting Called to Organize Fightback

Union Signs Steelhaul Sellout!

Rank & file steelhaulers are organizing to resist a new sellout which will enable the companies to steal one-half of the latest rate increase and all future increases until March 31, 1982.

The sellout is a "revenue sharing proposal" put forward by the employers and agreed to by the Eastern Conference of Teamsters on March 27. Ironically, this was the same day that International President Frank Fitzsimmons sent a letter to all freight locals informing them that no relief was to be granted from any rider to the NMFA.

The details of this sellout were included in a four page letter sent by Robert Flynn, chairman of the union steelhaul negotiating committee, to all affected Eastern Conference Locals on April 2. In this letter, Flynn made the position of the International Union absolutely clear: "Almost every Local Union under the rider acknowledges that some measure must be taken to increase the amount of the companies retention of tariff."

The letter then attempts to pass the new proposal off as the only way to save union steelhaul jobs. The Eastern Conference also tried to sugar-coat this sellout by claiming that companies must meet at least 3 conditions before they can rip-off half the increases: 1) Full compliance with all provisions of the original steelhaul rider including restoration of 75% leases. 2) Taking

off all tariff increases. 3) Approval of the deal by the members affected, on a company by company basis.

The Real Story

But the companies ignored these conditions in their reading of the proposal. Almost every company in the Eastern Conference began paying employees based on 95% of the gross revenues. Central Conference companies repeated this action, even though no agreement was ever made there.

Worse, the proposal does not clearly deal with the question of the fuel surcharge. Simple math proves that if the companies get half of the 10% increase, and if they also take half of the 19% fuel surcharge, then owner operators will only be working for 69% of the gross revenue and company drivers will only be getting 23%. (The ICC is proposing to abolish the surcharge and incorporate it into the rates.)

What Flynn and the International also failed to take into account is that due to the rate war between steel carriers, drivers have already suffered a 10% to 20% loss in weekly wages. This figure is even higher if inflation is considered.

Finally, on April 1, the carriers decided that they could not continue the downward spiral in tariffs. They decided to take a 10% rate increase.

For percentage drivers, this should



MASS MEETING TO FIGHT SELLOUT. A Mass Meeting has been scheduled for May 16. Similar meetings like this one were crucial to winning a good steelhaul contract back in 1979.

have meant a long awaited raise that would put us just below or even with the wages we were making at the start of 1979. But the companies, which had brought themselves to the edge of bankruptcy with their rate war, then appealed to their allies at the International Teamster headquarters. And our Union obligingly gave them half of our increase!

Fortunately, resistance is building in our union. As this article is being written, drivers are filing NLRB char-

ges and grievances against dozens of companies. At Helms Astro the company has even verbally agreed to pay back the stolen monies, although they say they will still try to implement the proposal.

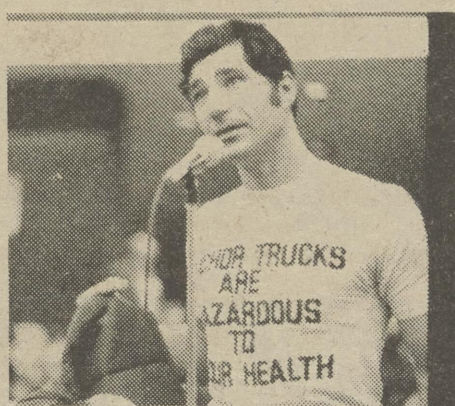
A mass meeting for Teamster Steelhaulers is being called by Western Pa. TDU on May 16 to plan an appropriate response to this and other threatened takeaways. For information contact W. Pa. TDU at 412-381-2686.

Anchor Motor Freight Can't Keep Good Union Men Down

Life is no bed of roses at any Anchor Motor Freight terminal, but one of the roughest is Tarrytown, N.Y. In the contract fight of 1979, Tarrytown Local 445 carhaulers were second only to Lordstown, Ohio in their effective opposition to the sellout. Since then, dozens of Tarrytown drivers have been fired or quit in disgust. And instead of hiring new employees to replace them, Anchor has given more and more of the Tarrytown freight away to outside drivers on returns.

Tarrytown Anchor driver Frank Weissman has filed a potentially devastating grievance protesting the company giving away an excessive amount of Tarrytown cars to outside drivers. Article 38 of the Eastern Supplement basically limits outside loads to 20%, but the company has violated the contract continually. Frank Weissman has himself been fired several times by Anchor but the company, for all their efforts, has had to put him back to work so far. Frank was fired again May 1 over an obviously set up "dispute" with a dealer. Anchor will try almost anything, but it's hard to keep a good union man down.

The wheels of justice sure grind slowly for Anchor Motor Freight carhaulers in Baltimore Local 557. Back in November 1979 the company started deliberately violating the terminal dispatch rules by pulling back loads already on the board. This violation deprives seniority drivers coming in later of good loads with returns. Back in '79 TDU driver Ray Schaferbien filed a grievance on behalf of himself and all other drivers hurt by Anchor's violations. Ray's



RAY SCHAFERBIEN

grievance was finally won over 15 months later at the National panel. But the panel only awarded back pay for one load for one driver.

It's satisfying to "win" a case like this, but it's ridiculous to have to wait well over a year to get it settled. Heaven only knows how many more times Anchor got away with this in the meantime—cheating the drivers—without having to pay any penalty whatsoever. If we had the right to strike at the local level on important grievances, this kind of thing wouldn't happen.



Steel Shorts

McNICHOLAS WALKOUT. McNicholas drivers at the Weirton terminal were apparently the first to do more than just gripe about the companies new "revenue sharing" program which gives the companies license to steal half of the rate increase. It seems that McNicholas drivers decided they had had enough and reportedly shut down the Weirton terminal on April 26. Company officials immediately told the drivers that they would be fired for engaging in an "illegal work stoppage." But the drivers were undaunted by the threat. The drivers met with their BA from Local 428 who told them that a grievance had already been filed on their behalf on April 24. He told the drivers that Bob Cassidy, President of Local 92, had virtually guaranteed that the grievance would be won when it is heard in Columbus on May 12. This pacified the drivers enough to go back to work that evening. Although this reported wildcat only lasted a few hours, it should give the companies and our union officials a taste of what is to come if this heated issue is not resolved very soon.

LAKESHORE. A strike in Pittsburgh at Lakeshore Motor Freight ended in February with the company finally declaring bankruptcy. Lakeshore had been in very poor financial shape for quite some time but had been catching up on late health and welfare payments and on late union dues owed Local 800. Why the Local therefore decided to put them on strike at this time is a matter of speculation. When Lakeshore recently held bankruptcy hearings, not one official from Local 800 showed up, despite previous assurances of representation by Local 800 BA Charles Carelli.

Complete/JATCO Try First Cut-Rate A-B-C

Ryder Systems is opening up the first "competitive" A-B-C (triangle) haul connecting Complete Auto Transit's Norwood (Cincinnati), Ohio and Willow Run (Detroit), Mi., terminals with JATCO in Janesville, Wi. Until now all A-B-C hauls have been full-rate on all legs but Ryder insists it can only afford to run this one by paying half-rate on the short leg. Originally Local 100 (Cincinnati) was willing to give the company half-rate on a longer leg, but Local 579 (Janesville) and Local 299 (Detroit) wouldn't buy it. Local 299 was the last to agree and it did take a "strike

notice" to convince the company it couldn't run half-rates out of Willow Run without the agreement of the Union. Steward John Sifferman and the other Willow Run drivers run a tight rank & file ship.

Many carhaulers will remember well that opposition to A-B-C dispatch even at full rate was one of the main causes of the wildcats in Michigan and Ohio over the 1976 contract. Now we have our first cut-rate A-B-C and we can expect to see more of them in the future. Only rank and file vigilance will prevent worse deals.

Can Liars and Forgers Run an Honest Union?

During the month of April, Teamster Local Unions were anonymously mailed, in a plain envelope, a forged document attempting to link Teamster reformers to the "National Right to Work Committee."

This is the latest in a series of slanders and distortions circulated by certain Teamster officials in recent months. Most of these libelous materials have been written and provided by the so-called "U.S. Labor Party."

The first page of the forged letter is reprinted here. Thousands of copies of this bogus letter have been made—with our dues money. **No meeting, phone calls, correspondence, funding, or other contact has ever occurred between the so-called "National Right to Work Committee" [NRTWC] and TDU or any TDU leader. None will ever occur.**

Mailgrams have been sent to the International Union and to a number of local union officials demanding written retraction, reimbursement of the treasuries of locals for funds spent on this libel, and threatening legal action if such steps are not taken.

WHY ARE THEY RUNNING SCARED?

It is no coincidence that this Big Lie barrage is happening now—just prior to the IBT Convention and in response to TDU growth in many areas. If they are resorting to forgeries, they must be hurting.

Someone who has to resort to tactics like these tells something about himself. He cannot defend himself or his record to the membership, so he must resort to dirty tricks and illegal acts.

Here are but a few examples of this during the month of April:

- Don West, President of **Birmingham Local 612** actually **mailed** the forged letter to members' homes at union expense. He has received a warning mailgram that legal action will follow unless he takes definite steps to undo what he has done, as others have.
- Officers of **Local 610 in St Louis** openly distributed the forgery.
- In the offices of **Local 20 in Toledo, Ohio**, stacks of the Big Lie have been produced and are distributed.
- At the **San Antonio Local 657** union meeting on April 12, President Raleigh Mull's pals distributed the "Big Lie."

These are just a few examples of the many reports received at the TDU Office. It is clear that a **national distribution** of the Big Lie is underway. They are counting on the fact that TDU cannot possibly track them all down, or have the resources to sue them all, or counter the Big Lie by reaching all the affected people.

But they aren't counting on YOU. You can help. Get extra copies of this newspaper and spread the word. If you have seen the Big Lie in your area, ask your officers at the union meeting if they stand behind it. Either they will weasel out of it, or admit it. If they admit to being responsible, it is possible to take legal action. Contact the TDU Office.

When they resort to such "dirty tricks," we should know that change in our Union is long overdue. The time to begin is now.

National Right To Work Committee

A COALITION OF EMPLOYEES AND EMPLOYERS

FILED LARSON, President

March 3, 1981

Mr. Pete Camarata
TDU-PROD
P. O. Box 10128
Detroit, Michigan 48210

Dear Pete:

I would like to first take this opportunity to express my appreciation for the opportunity to meet with you, Jack, and Ken Paff here in my office in D. C. last month. I believe the discussions concerning the merger of PROD and TDU to make a stronger anti-Teamster movement, as agreed will be greatly beneficial to the National Right to Work Committee in the future.

I would like to thank you for the information you provided me from an insiders view. It was very revealing. That information should assist the NRWC in its efforts to weaken labors' power within the Congress. I was very pleased when all of you agreed to work with the NRWC and the Association of Builders and Contractors and the Board of the Heritage Foundation to get appropriate amendments to the Hobbs Act whereby the power of the unions can and will permanently be curtailed.

I have relayed your comments and suggestions to Dr. Arthur Shenfield of the Mont Perle-rin Society and Stuart Butler, Board member of the NRWC and Board member of the Heritage Foundation. They will be working closely with me and you.

I have further, at your suggestion, referred several union members who want to sue their union to the Association for Union Democracy in New York and have discussed with Gordon Haskell, Association for Union Democracy President, these cases. Gordon has agreed to cooperate with us and the Democratic Organizing Socialist Committee to assist us in our efforts to stop these unions from growing and getting stronger. As you know, the Association for Union Democracy is the front group for the Democratic Organizing Socialist Committee and TDU-PROD.

As you know, Herman Benson, its Executive Director, directly connected to DOSC through Michael Harrington, a Board member of the Association for Union Democracy and Director of the DOSC. Benson, as you know, uses and works against the labor unions through Walter Sheridan of DOJ. Sheridan you know has dedicated his life to the destruction of the labor movement in the U.S.

Pete, I would like to say to you, Jack, and Ken that you are going to have the NRWC's total effort of support in your upcoming effort to disrupt the Teamsters' Convention and discredit Fitzsimmons and the hierarchy of the Teamsters union.

This letter was invented and forged by persons who prefer to use libel rather than discuss the issues. It was mailed in a plain unmarked envelope to all Teamster Local Unions in early April.

At no time have Pete Camarata, Ken Paff, Jack Vlahovic, or anyone else on the TDU Steering Committee met with or received anything from anyone connected with the so-called "National Right to Work Committee." TDU is completely opposed to the goals of the "NRTWC" and members of TDU have actively campaigned against "Right to Work" in states where it has been an issue. Other aspects of this letter are lies also.

On April 27, the TDU International Steering Committee sent a mailgram to General President Frank Fitzsimmons advising him that this letter was a forgery and that any "further circulation or republication of said letter could subject those responsible to serious legal consequences."

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FRANK E FITZSIMMONS
GENERAL PRESIDENT IBT
25 LOUISIANA AVE NW
WASHINGTON DC

DEAR SIR AND BROTHER:

PLEASE BE ADVISED THAT OFFICIALS AND AGENTS OF THE TEAMSTERS UNION ARE DISTRIBUTING A FABRICATED AND FRAUDULENT LETTER DATED MARCH 3, 1981, PURPORTING TO BE FROM THE SO-CALLED "NATIONAL RIGHT TO WORK COMMITTEE" TO MYSELF.

BE ADVISED THAT NO SUCH LETTER OR FUNDING WAS EVER RECEIVED BY MYSELF NOR HAVE ANY CONTRACTS, MEETINGS, OR CORRESPONDENCE WHATSOEVER OCCURRED BETWEEN THE "NATIONAL RIGHT TO WORK COMMITTEE" AND MYSELF OR ANY OTHER TDU STEERING COMMITTEE MEMBER.

FUTHER CIRCULATION OR REPUBLICATION OF SAID LETTER COULD SUBJECT THOSE RESPONSIBLE TO SERIOUS LEGAL CONSEQUENCES.